

**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act**  
**3<sup>rd</sup> Quarter 2007 for period ending June 30, 2007**

**Bureau of Engraving and Printing (BEP)**

Note: Data provided through Treasury's new I-trak Complaint Management System (ICMS) implemented in FY 2006.

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2007 Thru 06-30
	2002	2003	2004	2005	2006	
Number of Complaints Filed	66	47	38	23	23	30
Number of Complainants	66	47	38	23	23	29
Repeat Filers	0	0	0	0	0	4

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2007 Thru 06- 30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Race	30	31	22	11	4	19
Color	0	0	0	0	0	7
Religion	4	1	2	3	1	1
Reprisal	29	15	16	10	7	10
Sex	23	10	8	10	7	12
National Origin	7	6	4	5	4	3
Equal Pay Act	0	0	0	0	0	0
Age	27	10	8	7	7	5
Disability	6	2	5	4	6	2
Non-EEO	1	0	1	1	0	0

Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2007 Thru 06- 30
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2002	2003	2004	2005	2006	
Appointment/Hire	0	0	0	1	1	3
Assignment of Duties	2	6	6	0	5	5
Awards	1	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	0	0	0	0	0

Complaints by Issue		Comparative Data					2007 Thru 06- 30
		Previous Fiscal Year Data					
<b>Note: Complaints can be filed alleging multiple bases.</b> <b>The sum of the bases may not equal total complaints filed.</b>		2002	2003	2004	2005	2006	
Reprimand		4	6	1	0	0	2
Suspension		2	2	3	0	2	1
Removal		0	0	0	0	1	0
Other		0	0	0	0	1	3
Duty Hours		0	1	2	0	0	0
Evaluation Appraisal		6	1	1	1	2	1
Examination/Test		0	0	0	0	0	0
<b>Harassment</b>							
Non-Sexual		17	14	8	6	3	9
Sexual		2	1	0	2	1	4
Medical Examination		0	0	0	0	0	0
Pay (Including Overtime)		0	14	0	1	0	0
Promotion/Non-Selection		36	10	16	8	8	3
<b>Reassignment</b>							
Denied		0	0	0	0	0	0
Directed		1	0	1	0	0	0
Reasonable Accommodation		0	0	0	0	1	1
Reinstatement		1	0	0	0	0	0
Retirement		2	0	0	0	0	0
Termination		0	1	1	0	1	1
Terms/Conditions of Employment		13	2	6	8	14	9
Time and Attendance		2	3	4	2	1	1
Training		2	2	3	1	2	0
Other		0	0	0	0	0	0

Processing Time	Comparative Data						2007 Thru 06-30	
	Previous Fiscal Year Data					2002		
	2002	2003	2004	2005	2006			
Complaints pending during fiscal year								
Average number of days in investigation	252.91	254.58	233.00	308.94	302.43	256.00		
Average number of days in final action	404.23	504.55	360.03	351.71	366.08	417.40		
Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation	0	0	0	326.00	675.00	274.25		

Processing Time	Comparative Data					2007 Thru 06-30	
	Previous Fiscal Year Data						
	2002	2003	2004	2005	2006		
Average number of days in final action	0	0	0	0	3.25	10.50	
Complaint pending during fiscal year where hearing was not requested							
Average number of days in investigation	252.91	254.58	233.00	306.67	273.77	249.36	
Average number of days in final action	404.23	504.55	360.03	351.71	547.50	688.67	

Complaints Dismissed by Agency*	Comparative Data					
	Previous Fiscal Year Data					2007 Thru 06-30
	2002	2003	2004	2005	2006	
Total Complaints Dismissed by Agency	0	0	0	0	1	3
Average days pending prior to dismissal	0	0	0	0	452	80
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	4	8	12	3	7	2

\* FY 2002- FY 2005 data is not available due to migration to new complaint management system.

\* FY 2002-FY 2005 findings include AJ decisions not fully implemented. FY 2006- FY 2007 findings do not include AJ decisions not fully implemented.

Findings of Discrimination Rendered by Basis*	Comparative Data										2007 Thru 06-30		
	Previous Fiscal Year Data												
<b>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</b>	2002	2003	2004	2005	2006	#	%	#	%	#	%		
	#	%	#	%	#	#	%	#	%	#	%	#	%
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>												0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without Hearing</b>												0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0

\* FY 2002- FY 2004 data is not available due to migration to new complaint management system.

Findings of Discrimination Rendered by Issue*	Comparative Data					2007 Thru 06-30	
	Previous Fiscal Year Data						
	2002	2003	2004	2005	2006		





Findings of Discrimination Rendered by Issue*	Comparative Data										2007 Thru 06-30	
	Previous Fiscal Year Data											
	2002		2003		2004		2005		2006			
	#	%	#	%	#	%	#	%	#	%		
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	0	0	0	0	0	
Termination	0	0	0	0	0	0	0	0	0	0	0	
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	
Training	0	0	0	0	0	0	0	0	0	0	0	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	

\* FY 2002- FY 2004 data is not available due to migration to new complaint management system.

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2007 Thru 06- 30	
	Previous Fiscal Year Data							
	2002		2003		2004			
	2002	2003	2004	2005	2006	2007		
Total complaints from previous Fiscal Years	78	94	74	50	40	39		
Total Complainants	44	42	18	19	16	18		
Number complaints pending								
Investigation	6	11	1	1	1	1		
ROI issued, pending Complainant's action	1	0	0	0	0	0		
Hearing	33	27	16	13	13	14		
Final Agency Action	3	0	0	2	1	3		
Appeal with EEOC Office of Federal Operations	0	0	0	0	0	0		

Complaint Investigations	Comparative Data						2007 Thru 06- 30	
	Previous Fiscal Year Data							
	2002		2003		2004			
	2002	2003	2004	2005	2006	2007		
Pending Complaints Where Investigations Exceed Required Time Frames	15	9	9	9	10	5		